

MEMORANDUM OF UNDERSTANDING
“Placement of Guaranteed Days Off”

THIS MEMORANDUM OF UNDERSTANDING (hereinafter, “MOU”), effective as of March 19, 2024 (“Effective Date”), is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between, Atlas Air, Inc. (hereinafter, “Company”) and the Crew Members in the service of the Company as represented by the International Brotherhood of the Teamsters, Local 2750 (“Union”) (collectively, the Company and the Union are referred to herein as the “Parties”).

WHEREAS, the Company and the Union are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Crew Members (“CBA”); and

WHEREAS, Article 25.P.3 describes the process Crew Members must follow to request a Guaranteed Day Off (“GDO”); and

WHEREAS, the Company strives to comply with Article 25.P.3 and provide Crew Members with an effective way of requesting a GDO; and

WHEREAS, the Parties desire to avoid grievances over this issue and instead implement a standard remedy going forward to address situations when a Crew Member would like to request a GDO that the Crew Management System may not permit because of an assigned Extension.

NOW THEREFORE, BE IT RESOLVED:

1. The Company and the Union agree that when a Crew Member is unable to notify the Company through the Crew Management System in accordance with 25.P.3, because of an assigned Extension, the Crew Member shall contact Crew Scheduling as soon as practical.
2. Such request shall be made no less than five (5) days prior to the requested GDO Day, once the Crew Member is aware of the conflict and Crew Scheduling will reschedule the Crew Member to allow for the placement of the GDO.
3. When a GDO has been previously placed on a Crew Member's schedule, the Crew Member may elect to remove the GDO. Such GDO removal may be made no less than five (5) days prior to the scheduled GDO.
4. The Company agrees to continue training Crew Schedulers on the procedure described in paragraph 1 above.
5. Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.
6. This MOU shall commence as of the first day of the full Bid month following the Effective Date and shall run concurrent with the provisions of Article 34 (Duration) of the CBA.

AGREED AND ACCEPTED BY:

ATLAS AIR, INC.



By: _____
Scot Ridgway
Vice President, Flight Operations

Date: 19 March 2024

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By: Yngve Paulsen
Yngve Paulsen
President, Teamsters Local 2750

Date: 19 March, 2024